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DDS&T SUMMARY

Executive Positions (GS 15-17)

Projected Vacancies

FY 79
FY 80
FY 81*

25X1

Accuracy of Last Year's Projection

Overestimated by 7

Executive List (GS 15-17)

Projected FY 79 Retirements/Resignations
GS 16-17

25X1

Projected Retirement Rate, GS-16 Up

10.2%

Executive Development Roster FY 79-81

Number

% ODS

GS-15
GS-14
GS-13

57%
53%
38%

Ratio of Developmental Experiences to Officers
on the EDR

1.7:1

% of Planned Developmental Experiences Achieved
Last Year

47%

Ratio of Executive Development Roster to Executive
Positions

2.3:1

*Projecting vacancies for FY 81 was left to the option of each Career Service. DDS&T chose to identify only FY 79-80 vacancies.

25X1

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DDS&T SUMMARY

DDS&T currently has 86% of its executive positions filled by fully-qualified officers. With the transfer of ☐ officers from the Executive Development Roster to the Executive List in FY 79, the number of fully-qualified officers will satisfy the staffing requirements.

25X1

Overall the DDS&T submission shows careful and complete planning. All components have done a good job of identifying multiple candidates for each vacancy, except where outside applicants or rotations are involved and they are so noted. OD&E has taken it one step farther and has clearly identified which candidates are already fully qualified.

DDS&T's EEO goals for FY 79-81 reflect a significant increase over FY 78 even though FY 78 goals were not achieved except in the Hispanic category.

RECOMMENDATION: A possible area of concern is that less than half of the developmental actions planned last year actually took place. If the rate of achievements continues at this level, the number of officers filling executive positions without being fully qualified will undoubtedly increase. Since 88% of candidates for vacancies come from within the career sub-group, development of junior officers may warrant special attention. It should be noted that the major reason for last year's shortfall in developmental actions was lack of sufficient slots in OTR courses to meet internal training goals.

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~~CONFIDENTIAL~~DDS&T OFFICE SUMMARIESO/DDS&T

Projects 3 vacancies: 1 in FY 79 and 2 in FY 80. Three candidates are identified for each of two vacancies. The third calls for NFAC nominations in FY 80. One of the vacancies will be filled from the EDR. Training and assignments are planned for GS-15 officers on the EDR.

25X1

FBIS

Nine vacancies are projected: 6 in FY 79 and 3 in FY 80, with several candidates listed for each. Assignments and training have been planned for all officers on the EDR. It is interesting to note that the PDP GS-15s in the Office are considered qualified and are included on the Executive List. FBIS has prepared a summary of training by course, fiscal year, and quarter, for officers on the EDR and those on the Executive List.

25X1

NPIC

Twenty-two vacancies are projected: 6 in FY 79 and 16 in FY 80, with candidates listed for all. Each chart in the statistical summary is followed by a list of the people behind the statistics. There are officers on the EDR with at least one assignment, and usually several, proposed for each. Most of the candidates have training planned for them.

25X1

OD&E

Twenty-three vacancies are projected: 7 in FY 79, 10 in FY 80, and 6 in FY 81. All have candidates listed and those not yet fully

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qualified are clearly identified. The assignments and training for the

25X1

☐ officers on the EDR appear to be reasonable, but a heavy reliance on the Management Seminar and the Mid-Career Course may be unrealistic.

The office has no women or minorities at these grade levels, so no EEO goals or achievements can be reflected. A number of steps are being taken, however, to recruit and/or develop women and minorities. These will be outlined in the Affirmative Action report due in March.

ORD

ORD lists five vacancies: 3 in FY 79 and 2 in FY 81. Only two have candidates listed (one per vacancy) and one of those is a GS-17 for a GS-16 vacancy. The other three vacancies will be filled by outside applicants. Types of assignments are listed for most of the

25X1

☐ officers on the EDR. Training appears to be reasonable.

OSIG

Ten vacancies are projected: 2 in FY 79 and 8 in FY 81, with at least two candidates listed for each. Assignments and training are listed for all ☐ officers on the EDR, although in some cases only the current assignment is listed. All the assignments appear to be the result of thoughtful planning, and suggest options where appropriate.

25X1

The office has no women or minorities at these grade levels, so no EEO goals or achievements can be reflected. A number of steps are being taken, however, to recruit and/or develop women and minorities. These will be outlined in the Affirmative Action report due in March.

OTS

Eighteen vacancies are projected: 9 in FY 89 and 9 in FY 80, with several candidates listed for each. Good skill-oriented approach to planning assignments. Training appears to be reasonable.

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PERSONNEL DEVELOPMENT PROGRAM
PERSONNEL PLANNING
STATUS REPORT - 1 OCTOBER 1978

1. Number of executive level positions in Career Service (all GS-17, 16 and SPS positions plus selected GS-15 positions).
2. Number of fully qualified officers in grades GS-17, 16, 15 and SPS.
3. Number of Development Roster officers expected to qualify for Executive List in fiscal year 1979.
4. Are there any positions listed in item 1 above for which there is no individual in item 2 or 3 who can replace the incumbent?

If so, please identify positions. (If more space is needed, please use reverse side of this page.)

Chief, Engineering Design and Operations Staff, FBIS (This position is to be filled on a rotational basis by qualified officers from within the DDS&T.)

5. Are there candidates for these positions on the Roster who will be qualified during FY 80, 81?

Will the above candidates satisfy all position requirements?

If not, what plans are being made to develop or identify qualified replacements - outside the Career Service, recruitment outside the Agency?

Recruitment outside Agency for Ops Research Analyst and Principal Social Scientist

25X1

Yes

1

Yes

No

25X1